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PROCURITAS
PROCURITAS CAPITAL INVESTORS VI

Procuritas Capital Investors VI Holding AB ("Procuritas") Responsible Investment and ownership Policy

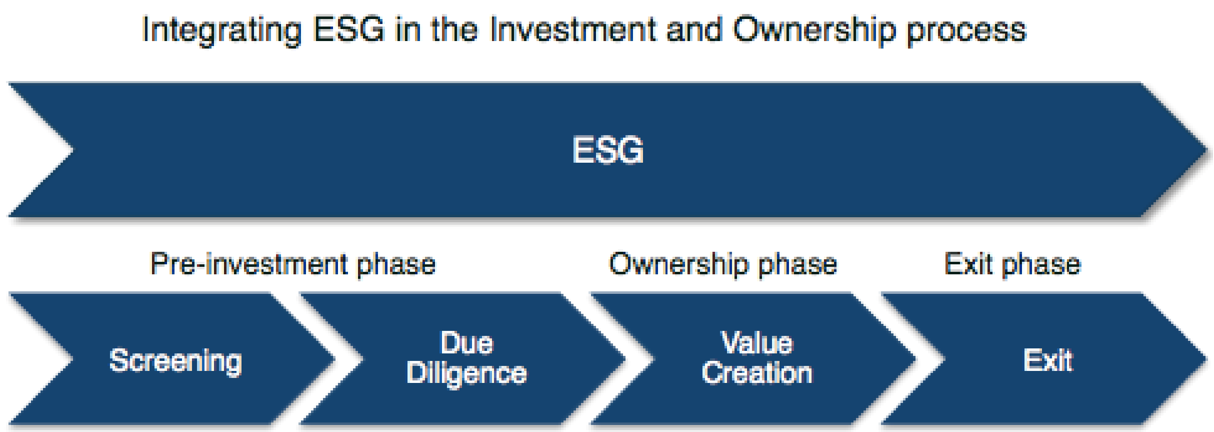
1. The rationale - Introduction

1.1 Background
Procuritas mission is to generate the highest yielding return for its investors by buying and improving the value of first-rate companies.

A responsible investment approach, and active guidance and monitoring of portfolio companies' performance within environmental, social and governance (ESG) areas are important measures in achieving Procuritas' mission. Procuritas believes this mitigates risks, identifies new business opportunities, increases the portfolio company's competitiveness and value. It also ensures that the company is beneficial to society and the environment at large.

As a commitment to the investors, staff and the communities in which Procuritas and its portfolio companies operates, Procuritas has therefore adopted this Responsible Investment and Ownership policy.

1.2 Purpose
The policy describes Procuritas' responsible investment method from the pre-investment phase, through ownership- and to the exit phase. The policy includes standards that Procuritas commits to in regards to ESG shall also serve as a vehicle for communication with investors, staff, advisors and other stakeholders.



2. Procuritas understanding of ESG

Procuritas is a signatory of the United Nations Principles for Responsible Investment (UNPRI) and is member of the Swedish Venture Capital Association (SVCA). UNPRI, the policies of SVCA and the principles of the United Nations Global Compact (UNGC) forms the basis of for how Procuritas deals with ESG issues.

The potential ESG issues facing a future or existing Portfolio Company are not all the same. Procuritas therefore expects each investment team and portfolio company board, based on the mentioned policies and principles to analyse and identify the ESG areas that are most relevant, or material, to their specific situation. Examples of what Procuritas considers to be relevant ESG factors – in general terms and drawing on the frameworks identified above – could be:

2.1 Environment:

- Energy efficiency and attentive resource management (such as, *inter alia*, materials- and waste management, water efficiency and greenhouse gas and pollution prevention).
- Influence and cooperation with other companies, suppliers, governments, and organizations to improve management of environmental issues and spur innovation for new ways of decoupling economic growth from resource constraints.
- Safe and appropriate handling of harmful substances, waste, and chemicals.
- Recognizing challenges posed by climate change and promoting initiatives to reduce carbon footprint and positively impact the climate.

2.2 Social:

- Internationally recognized human rights and inclusion, (such as, *inter alia,* promoting gender and diversity in board representation and executive committees, monitor and take active steps to eliminate child labour in any and all supply chains and prohibit all forms of discrimination due to gender, race, ethnicity, disabilities, social status, language, religious and political or other affiliation).
- Employee participation and working conditions (such as, *inter alia,* fair and equal wages for the same job, injury rates and personnel turnover, and/or hours spent in educational training programs).
- Contribution to society (such as, *inter alia*, R&D and innovation spending and partnerships for products and services with clear sustainability focus, taxes and fees paid, and/or dialogue forums with relevant stakeholders).

2.3 Governance:

- Ethics and professionalism (such as, *inter alia*, elaboration and implementation of codes of conduct, anti-corruption policies and/or whistle-blowing systems).
- Transparency (such as, *inter alia,* compliance with applicable anti-trust and competition laws and standards, regular reporting of non-financial indicators and/or active stakeholder dialogue).
- Incentives and benefits (such as, *inter alia*, linking ESG metrics to bonus or balanced scorecard performance reviews).

3. The commitment – integrating ESG

In accordance with UNPRI's principle 1, Procuritas shall integrate its ESG standards in the investment- and decision-making processes as follows:

Procuritas shall evaluate risks and value creation opportunities related to ESG when considering investment opportunities. From the onset, Procuritas will not invest in companies related to arms, gambling, alcohol and drugs, the sex industry and tobacco.

Furthermore, an essential part of Procuritas value creation model is the governance and management structure that is put in place for each portfolio company. Procuritas expects the board of directors’ role of each portfolio company to include the setting of sound environmental, social and governance standards. Once a company is acquired by Procuritas, the portfolio company will be introduced to Procuritas ESG requirements on portfolio level and expected to comply.

Finally, Procuritas’ shall take stock of ESG related activities undertaken in portfolio companies when preparing a potential sale.

4. The oversight – Ensuring ESG is consolidated on fund-level

The overall responsibility for the oversight and implementation of this policy lies on a fund-level and shall be managed by the funds’ investment advisors. To ensure that this Policy contributes to the development of companies that promote sustainable -environment, -business and -society, Procuritas shall discuss the ESG progress annually. In addition, Procuritas shall communicate the ESG progress per UNPRI and specific LP requirements as requested by LPs.